

Kedge Construction Co., Ltd.

Remuneration Committee members and operation status :

I. The remuneration committee of the company was established on December 27, 2011, with 3 members.

Information of the Remuneration Committee members is as follows:

Condition Name	Professional qualifications and experience
Hung-Chin Huang	<ol style="list-style-type: none">1. Convener of the Audit Committee and the Remuneration Committee. He has previously served in PwC Taiwan and served as Director of the Tax Agents Association. He is currently the Director of Heng Hui CPAs, Assistant Professor of Accounting Department of Fu Jen Catholic University, and Independent Director of Fu Jen Catholic University.2. Possess a sound background in finance and accounting, as well as business judgment, Business administration, industry knowledge, financial accounting and decision-making leadership ability and experience.
Tung-Hsuan Wan	<ol style="list-style-type: none">1. Member of the Remuneration Committee. He is a PhD in Management Science, Tamkang University. Currently, Associate Professor, College of Management, Ming Chuan University.2. Possessed extensive professional knowledge and Business Administration background, and industry knowledge and decision-making leadership ability and experience.
Kuo-Feng Lin	<ol style="list-style-type: none">1. Member of the Audit Committee and the Remuneration Committee. Currently, he is a Distinguished Professor of the Department of Civil Engineering of National Taiwan University, an independent director of Ruentex Engineering & Const.Co and TaiMed Biologics, and an independent director of Kindom Development Corp.2. Possessed extensive professional knowledge and technical background in the field of civil engineering, industry knowledge and decision-making leadership ability and experience.

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II. Term of the current committee member : From June 2, 2023 to June 1, 2026. The remuneration committee held 4 times meetings during 2025, and the membership qualifications and attendance are as follows :

Title	Name	Qualified conditions	Attendance in person	Attendance by Proxy	Actual attendance rate (%)
Convener	Hung-Chin Huang	1、2、3	4	0	100%
Member	Gwo-Fong Lin	1、3	4	0	100%
Member	Tung-Hsuan Wan	1、3	4	0	100%

Qualified conditions :

1. An instructor or higher position in a department of commerce, law, finance, accounting, or other academic department related to the business needs of the Company in a public or private junior college, college or university.
2. Currently serving as a judge, prosecutor, lawyer, accountant, or other professional practice or technician that must undergo national examinations and specialized license.
3. With work experience in the areas of commerce, law, finance, or accounting, or otherwise necessary for the business of the Company.

III. The function of the remuneration committee of the company is to set and regularly review the performance evaluation standards, objectives and remuneration policies, systems, standards and structures of the company's directors and managers with the attention of good managers. It holds meetings at least twice a year. And may hold meetings at any time as needed to make recommendations to the board of directors for its decision-making reference.

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IV. The Implementation Status of the Remuneration Committee in 2025:

Remuneration committee	Content of motion and follow-up actions	Results of resolution	The Company's actions in response to the remuneration committee's opinions
The 5th Session The 9th Meeting 2025.02.25	<ol style="list-style-type: none"> 1. The Company's 2024 Employee Compensation and Director Compensation Appropriation and Distribution Plan 2. Proposal on Adjustment of Travel Expenses for Outside and Independent Directors of the Company 3. The company's meal allowance adjustment proposal 4. The company's managers applied for the old system pension settlement case 	All the committee members present unanimously approved the proposal.	Submitted to the Board of Directors and Adopted by all directors present.
The 5th Session The 10th Meeting 2025.05.07	<ol style="list-style-type: none"> 1. The Company's "Annual Bonus Payment Rules" 2. The company's managers applied for the old system pension settlement case 	All the committee members present unanimously approved the proposal.	Submitted to the Board of Directors and adopted by all directors present.
The 5th Session The 11th Meeting 2025.11.05	<ol style="list-style-type: none"> 1. The company's manager promotion and salary increase case 2. Amendment to the Company's "Annual Bonus Payment Rules" 	All the committee members present unanimously approved the proposal.	Submitted to the Board of Directors and adopted by all directors present.
The 5th Session The 12th Meeting 2025.12.16	<ol style="list-style-type: none"> 1. The retirement case of the company's general manager 2. Proposal on the amendment to the company's Organization Chart 3. The company's manager promotion, job title change and salary increase case 4. Case of adjustment of the company's accounting supervisor 	All the committee members present unanimously approved the proposal.	Submitted to the Board of Directors and adopted by all directors present.